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## **MOTION**

WE MOVE that the Administration prepare a report outlining the feasibility, costs, and timeline for implementing a paid parental leave policy for City employees, providing side-by-side comparisons of other U.S. cities providing parental leave, and taking into account all civil service rules and bargaining unit agreements.

  
Councilmember Yvette Simpson



## **Statement**

The United States lags behind all other industrialized countries in paid maternity leave. According to the Institute for Women's Policy Research, we are only one of four countries in the world, and the only high-income country, without a statutory right to paid maternity leave. In recent years, the federal government and several cities across the country have adopted paid leave policies for their employees, including Boston, Minneapolis, and Seattle, whose City Councils just passed the measures within the last month.

Although the City currently maintains several sick-leave designations covering childbirth, these policies should be reviewed and updated. The current "Sick With Pay – Maternity" designation allows up to six weeks of paid leave for pregnancy or childbirth. However, this is not guaranteed. In order to utilize this policy, the employee must have accrued a sufficient sick and/or vacation leave balance, or rely on donated sick time.



Fathers of newborns must utilize “Sick With Pay – Family” leave, which allows for only one paid day on the day the child is born, and one day on the day the child is brought home.

Finally, while adoptive parents may utilize the same leave as above for adopted infants, the “Sick With Pay – Adoption” designation affirmatively states that this policy does not extend to newly adopted children over two years of age.

These policies should be reviewed and updated to ensure they are sufficient to address the needs of new parents and provide equality to all, including both mothers and fathers, adoptive and same-sex parents, and parents conceiving through surrogacy.